



BEA NEWSLETTER



YOUR ASSOCIATION WORKING FOR YOU

Esteemed Colleagues,

On behalf of the BEA, I'd like to welcome everyone back to school, particularly everyone who was hired this year. The purpose of these monthly newsletters is to give you a snapshot of what's happening around the district. Because the needs of our individual classrooms are so absorbing - consuming, even - it can be difficult to stay informed. Please contact us any time you have questions or concerns. The BEA office number and email address are listed next to this column. If you are new and have not yet signed up with our Membership Chair, Melissa Scherdt, please contact her with any questions you may have at mscherdt@gmail.com.

You may have heard the words "overload" and "imbalance" recently and wondered what they meant. A challenge the district faces at the start of every school year is balancing class sizes. Our contract specifies maximum class sizes and balance requirements on pages 33-36. Administration has ten (10) days at the beginning of the school year to correct any issues, after which they must pay affected teachers the amounts listed. To their credit, they work very hard to achieve the required balance and class sizes. Most of the time, they prefer not to pay the extra money, which results in certain students' schedules or homerooms being changed. In other cases, it makes more sense financially for them to pay the overload or imbalance penalty, because it's still far cheaper than hiring more staff. If you're a teacher who is affected by this, you have a right to this money. It's not a question of accepting or declining; it's the district's contractual obligation to pay you.

The real purpose of this language, though, is not for our members to earn more money, but rather to limit the trend toward ever-larger class sizes in these days of stingy funding from Lansing. I'm sure you've noticed that your classes are large enough as it is - imagine if those contractual limits didn't exist!

This is just one example of why we bargain our contract collectively. Understandably, everyone flips first to the salary chart (Schedule A), but that's just the beginning. Our contract stipulates everything from your class size, to the number of hours you're required to report to work each day, to the number of leave days you earn each year, to the acceptable temperature range of your classroom. All members of our bargaining unit enjoy the benefits of our contract. This is why paying dues is just the right thing to do.

Evidently, not all of us agree. Some of our members have taken advantage of recent legislation to "opt out" of paying dues, even though they continue to benefit from the salary, insurance, and working conditions that the union has fought hard over decades to win for them. But, in my opinion, they do so to their detriment: they are no longer allowed to attend union meetings, to vote in union elections, or to access MEA/NEA's legal services, putting them one lawsuit away from possible financial ruin. Meanwhile, their decision has made our local dues more expensive for all of us, since the cost of my release time is divided among fewer paying members.

These are times of financial stress for many of us. That's why, in our last round of negotiations, we made it a priority to win back step advancement for our members who



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Brighton Education Association
Office: BHS
Room B- 40
(810) 299 - 4165
(810) 299-4166 fax

<http://www.iammea.org/bea/>

beaupdate@gmail.com

brightonteachers

We welcome these colleagues to opt back in at any time!!!

BHS: Jesse Christner
Nathan Grabowski
Tressa King,
Adam Neuman
Pete O'Neill
William Murray
Aaron Walter

Hawkins: Jessica Murray
Christina Wood

Hilton: Lisa Santioni

SMS: Jennifer Murray

MIS: Nada Obrenovich

**September 24, 2015
BOARD OF DIRECTORS ATTENDANCE
NAMES IN ITALICS WERE ABSENT**

MATT DUFON, BEA PRESIDENT, BHS

MELISSA SCHERDT MS VP, MEMBERSHIP MIS

BARRY GOODE, HS VP, NEGOTIATIONS

MARGARET ADAMS, ELEM. VP, HILTON

KAREN STOREY, BEA SECRETARY

LISA BARAVIK, TREASURER, MIS

KAREN STOREY, PR, MIS

JEN EVANS, GRIEVANCE, BHS

TED BUCKLESS, TECHNOLOGY, BHS

JOHN GILLIS, REGION 8

SE CAUCUS:

ANITA MAYNARD, MEA ELECTIONS, BHS

PAC:

BHS

| | |
|-------------------|------------------|
| JEFF MINER | SEAN CARNEY |
| GABRIELLA HOFFMAN | <i>KIM DAVIS</i> |
| JARED JACOBSON | ERICA MATHEW |
| ANITA MAYNARD | CLIFF KIEFER |

SMS

| | |
|-----------|--------------|
| MEG FOLEY | JOE KNOERL |
| JEN EVANS | Laurie Smith |

MIS

MIKE OSBORN
Laurie Held
KAREN STOREY

HAWKINS

KATHERINE HEISS
SARAH BARNES

HILTON

BRENDA GLUTH
DIANE BEAUPRE

HORNUNG

SOPHIA GARNER
HOLLY MASSARD

SPENCER

TAMMY FERGUSON
CINDY KAHL
LIZ URSO

are least able to afford the rising cost of living. While paying dues may feel like a burden at times, just compare our salary schedule with one from a private or charter school. (Spoiler alert: ours is better.)

We urge those members who have not yet signed up to contact Melissa Scherdt to do so as soon as possible. We also welcome back, at any time, those members who would like to opt back in. It's the right and fair thing to do.

In October you will receive an email inviting you to vote online in the BEA election. I've asked your ARs to visit you personally and remind you to vote. It just takes a minute, so please do it.

Wishing you a successful and rewarding new school year,
Matt Dufon

BEA Board of Directors Meeting

Thursday Sept. 24, 2015. BHS room B-36

I. Approval of Minutes - Meeting started at 4:30 pm Motion to approve the minutes from the May meeting
Motedioned by Erica 2nd by Anita Approved

II. Reports of Officers

a. President: - Met with Hawkins-lots going on there they will discuss.

Hornung is packed-they will discuss

Lots of jobs for the ARs to do this meeting-passing out papers

*special ed millage flyer.

*parade/tailgate flier.

*sign-up going around for building to attend board meetings.

*sign-up for Matt to attend regular building meetings.

Matt shared some trainings that he is interested in bringing

*AR training maybe attach to the October or November board mtg

* Teacher certification renewal.

*So you're having a baby, MEA FMLA workshop.

* MEA retirement workshop.

b. Treasurer - See budget report on last page. We need to talk about bill paying. Officers that make more than \$600 stipends have the option to have BEA pay for their dues. We pay for 7 members dues.

Option #1 Pay for them upfront. MEA provides a \$30 discount
Option #2 send one payment now and then again in February

Whatever option we decide we need to transfer money from savings to pay option 1: \$7,041.90 or option 2 split in half with a total of \$7,221.90. Sean Carney made a motion to go with Option #1 Brenda G. second. No discussion. Passed unanimously. Negotiations: there was nothing budgeted and we spent \$970.00. We need to transfer money from savings to pay for the negotiations. Approval of budget.

III. Committee Reports

a. PR - Asking \$1200 to pay for homecoming. Laurie Held motioned and Sean Carney seconded. No discussion. Passed unanimously. Margaret Adams & Diane Beaupre seconded to pay \$200.00 to rent Chemung Hills Country Club for the Brighton Difference Holiday Party on December 5th From 6:00 p.m. to midnight.

b. Grievance - Grievance – No grievances on the books. Working on communication with one school and waiting on response for admin. Teachers having to stay late for bus duty.

- Please Email Jen Evans at bandguardlife@gmail.com with any grievance information.

- Also, you can reach Matt Dufon at mdufon@gmail.com or beaupdate@gmail.com and our BEA treasurer, Lisa Baravik at beatreasurerlb@gmail.com .

c. Elementary Congress - NO meeting. October meeting is October 15th at 4:15 p.m at Spencer.

d. Membership – Melissa will be sending building ARs a list of new teachers that are not signed up yet. Please touch base with them... See how they are doing and remind them to turn in their membership application.

Melissa will also include the names of non-union members in their buildings and the members that are not in good standing. We have 20 new members – waiting on 12 to turn in their application.

e. Elections - In October we have open AR spots at Hilton, Hornung & MIS. Also voting on BEA proposed budget approval and BEA VP elect. (See voting report on page 5).

f. Flower and Card – Julie Mallia SMS loss of husband, Sarah Lemerand – baby boy, Linda Warrick get well.

g. Coordinating Council – Member benefit training on October 6th in Howell. Howell contract – top gets 1%, everyone else gets 3/8 percent of their step. Hartland – 1% cut. Pinckney - freeze.

h. Region 8 – No report.

i. - MEA/NEA Delegate - Fall RA next week.

j. PAC – LESA special education millage will be on the ballot this November. We need to educate our community. County school districts are currently paying about \$15 million from their general funds to cover the shortage in special education funding. People's property taxes will stay the same as they are now.

k.Special Education Caucus – Carolyn Walther has volunteered to chair this committee.

l. Negotiations - motion to approve the request to zero out the negotiations column. Motion is to move \$970.00 from savings to zero out negotiations. Sean Carney motion to move \$3,000 from savings to negotiations. Second by Maynard. Discussion took place. Passed unanimously.

IV. Unfinished Business - None.

V. New Business - None

VI. Representative Comments -

Maltby – Questions about cash in lieu. Many classrooms are ridiculously hot. Matt Marino is aware but the problem has not been fixed.

High School – Member wanted to know if K-8 has same observation too as the high school? Every building is different. Communicators – from building admin budget. If you want to forego district PD you must get approval from building principal or Laura Surrey

Spencer – nothing

Hilton – Nothing

Hornung- nothing

Hawkins - Late buses continue to be a problem, often making it difficult for teachers to leave by their contractual end time of 4:00. We have been told the late bus issue will remain at Hawkins. The help alleviate the problem, the principal is dismissing all teachers at 4:00 and has hired a parapro to take her place when she cannot be here. The first bell is ringing at either 8:40 or 8:41 at the elementary level. This is earlier than before. The start time for students is 8:47. This takes minutes away from our morning prep time, because our prep ends as soon as any students are present. Our principal has asked the friendship center to hold students a little longer to help alleviate the problem. IEPs are being scheduled for 8:00. General ed teachers have been told

they do not have to report until 8:20.

World Language is being offered for 3rd and 4th grade students. They will be meeting for 35 minutes every four days. K-2 was not given anything equitable, so to alleviate the inequity between K-2 and 3-4, the third and fourth grade teachers were told that they must accompany their students and not use it as a prep time. Teachers may use those 35 minutes to do something for the benefit of the whole school, such as push into another class or do something that supports Leader in Me. Some K-2 teachers felt that even though it wasn't fair, they would prefer 3-4 teachers be allowed to use the time as a prep. The way this has been handled caused a lot of stress among teachers. When we had Spanish in the past, it was done so it was equitable among grade levels.

Something else new was how the extra "specials" (gym, music, art) time is to be used. In the past, this "cluster" time (one specials class every three days) was used for the special needs population. Now it is to be used for a total of ten students, a couple of higher functioning students chosen from each grade level. There was a lot of confusion about what this is all about and how students were chosen for this cluster. Teachers are presently being told they may suggest which students may participate. The general feeling is that teachers wish they had input on things that affect the students, and there is concern about these students missing core instruction during this time.

Computer carts weren't updated over the summer.

Scranton – Questions about sick/personal days. The district has asked us to enter sick days as sick days and personal days as personal days. The district has to report the total number of sick days we take to the state.



Motion to adjourn made at 6:24 p.m. Passed unanimously



Save the date!
BRIGHTON DIFFERENCE
HOLIDAY PARTY

To be held at Chemung Hills
Saturday, December 5th
6:00 pm - until midnight

Join your colleagues for
a gala evening of
dinner & dancing

Invitations arriving
in early November!

BEA CARD CORNER

Congratulations to:



Sarah Lemerand (MIS) New baby
boy!



Sympathy to:

Julie Mallia (SMS) husband passed.

Get Well to:

Linda Warrick (Hilton)





2015 FALL BEA ELECTION NOTICE
ONLINE VOTING WINDOW
10/12/15 - 10/14/15

ELECTION OF:

- BEA VP ELECT
- BEA PROPOSED BUDGET
- BUILDING ARS

ARS RUNNING: MIS: DAVE KILLEWALD.

HAWKINS: RACHEL PHILKA. HILTON:

ONE OPEN SMS: DEE CAMPBELL

PLEASE VOTE!

| Expense Categories: | FY Budget 15-16 |
|---------------------|-----------------|
| Compensation | \$27,190 |
| Office Support | \$13,000.00 |
| Conferences | \$2,500.00 |
| Taxes | \$2,000.00 |
| P.R. | \$4,000.00 |
| Card/Gift | \$500.00 |
| Payroll | \$650.00 |
| Office Supplies | \$500.00 |
| Travel | \$300.00 |
| Miscellaneous | \$500.00 |
| Postage | \$150.00 |
| Technology | \$250.00 |
| Refreshments | \$400.00 |
| Spring Art | \$200.00 |
| Angel Tree Fund | \$100.00 |
| P.A.C. | \$600.00 |
| Negotiations | \$3,000.00 |

Monthly BEA Budget

Total: \$55,840

| BUDGET SUMMARY AS OF: 9/27/2015 | | | | | |
|------------------------------------|--------------------|-------------------|-----------|--------------------|------------|
| Credit Union Balances (Projected): | | | | | |
| Checking: | \$18,622.97 | | | | |
| Savings: | \$3,993.06 | | | | |
| CD: | \$24,764.46 | | | | |
| Total: | \$47,380.49 | | | | |
| Budget Category | FY Budget | Spent to Date | % | Remaining | % |
| Compensation | \$27,190.00 | \$0.00 | 0% | \$27,190.00 | 100% |
| Office Support | \$13,000.00 | \$0.00 | 0% | \$13,000.00 | 100% |
| Conferences | \$2,500.00 | \$0.00 | 0% | \$2,500.00 | 100% |
| Taxes | \$2,000.00 | \$0.00 | 0% | \$2,000.00 | 100% |
| P.R. | \$4,000.00 | \$200.00 | 5% | \$3,800.00 | 95% |
| Card/Gift | \$500.00 | \$0.00 | 0% | \$500.00 | 100% |
| Payroll | \$650.00 | \$0.00 | 0% | \$650.00 | 100% |
| Office Supplies | \$500.00 | \$60.17 | 12% | \$439.83 | 88% |
| Travel | \$300.00 | \$0.00 | 0% | \$300.00 | 100% |
| Miscellaneous | \$500.00 | \$64.00 | 13% | \$436.00 | 87% |
| Postage | \$150.00 | \$0.00 | 0% | \$150.00 | 100% |
| Technology | \$250.00 | \$0.00 | 0% | \$250.00 | 100% |
| Refreshments | \$400.00 | \$43.34 | 11% | \$356.66 | 89% |
| Spring Art | \$200.00 | \$0.00 | 0% | \$200.00 | 100% |
| Angel Tree Fund | \$100.00 | \$0.00 | 0% | \$100.00 | 100% |
| P.A.C. | \$600.00 | \$0.00 | 0% | \$600.00 | 100% |
| Negotiations | \$3,000.00 | \$970.00 | 32% | \$2,030.00 | 68% |
| Total | \$55,840.00 | \$1,337.51 | 2% | \$54,502.49 | 98% |

Your Association working for you!



Brighton Education Association & Brighton Educational Support Personnel Association provide hotdogs, chips & soft drinks

COME JOIN IN THE FUN!!

(No parking at BECC lot due to float set up for the parade).



School Board email addresses

Jay Krause, President
krausej@brightonk12.com

Dave Chesney, PH.D Vice President
chesneyd@brightonk12.com

Ken Stahl, Treasurer
stahlk@brightonk12.com

Beth Minert, Secretary
minertB@brightonk12.com

John Conely, Trustee
conelyrental@sbcglobal.net

Bill Trombley, Trustee
btrombley@grangerconstruction.com

Andy Burchfield, Trustee
burchfieldda@brightonk12.com

2015 Brighton Area Schools School Board Meeting Dates
Meetings start at 7:00 p.m. at BECC.

| | |
|-------------|--------------|
| | September 28 |
| October 12 | October 26 |
| November 9 | November 23 |
| December 14 | |

Below is the link to all Brighton school board meetings compliments of Brighton parents.

https://www.youtube.com/channel/UCs1sMZbfiXRX-nCQ43m7i-A?sub_confirmation=1